

From: Michael, Sharon
Sent: Tuesday, February 01, 2011 3:07 PM
To: Fleming, Frank
Subject: Letter from Adecco

EXHIBIT 2
DATE 2/2/11
~~NO Dept. of Labor & Ind.~~

Sharon,

Adecco Staffing in Billings, Montana is proud to partner with the Billings Job Service. Our partnership has been active since I have been with Adecco for 7 years and we have used the Job Service Center for various services. We have set up a booth onsite in past years to talk about our opportunities with job seekers; we have posted various available positions, and have attended the annual Jobs Jamboree Job Fair, all with very successful experiences. I was also on the JSEC board for a short period of time, too. I have been very impressed with the staff at the Job Service and the relationship we have with them. This organization is truly an asset to our community and I am proud to partner with such a great organization.

Please let me know if you have any questions or need additional information.

Tasha Mills
Branch Manager

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Billings, MT 59102
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February 1, 2011

Re: Billings Job Service

To whom it may concern:

Kelly Services has partnered with the Billings Job Service for many years. We post jobs locally and throughout the State of Montana. Job Service has been an excellent source for our office in assisting us with Job Placement. We will continue to partner with Job Service for our job postings.

Sincerely,

Dera Mitchell

District Manager

Kelly Services, Inc.

2060 Overland Avenue Ste, B

Billings, Montana 59102

406.652.2070

Younkin, Todd

Subject: FW: Privatization of Job Service

To whom it may concern:

Please see the attached email from Kristen Heck, President of LC Staffing. If you have any questions, please contact me at (406) 444-3293, or tyoukin@mt.gov.

Respectfully,

Todd Younkin
Workforce Services Division
Montana Department of Labor and Industry

From: Kristen Heck [<mailto:KristenHeck@lcstaffing.com>]

Sent: Tuesday, February 01, 2011 12:47 PM

Subject: Privatization of Job Service

Hello Bill,

This email is in response to your call and request of our opinion about the privatization of Job Service. Although I'm not educated on this idea, I will try to respond with my initial thoughts.

Job Service (aka Workforce Centers) provide a critical resource service to our communities. Most importantly, Job Service prepares unemployed individuals to re-enter the workforce with resume prep, interviewing skills, job coaching and matching. This is a huge need in today's economy, and many of the unemployed do not have a positive work history to rely on, and they need assistance. Job Service helps all of those in need, regardless of skill set or background.

In contrast, our services are paid for by client companies who ask us to screen all candidates and find the very best fit possible. We are a private employer and we only refer and hire on the best qualified, best fit, for the organization.

Other valuable resources provided by Job Service are for employers who need help finding employees and/or employers who need human resource and employment law advice. In this way, Job Service creates a better work environment in Montana.

Staffing firms have provided contract workforce for public services sector like the unemployment claims division or workforce career centers to meet peak in demand for services while maintaining payroll costs. However, if Job Service were to be fully privatized, I would be concerned about competition for funds among rival employment agencies. In such small employment markets, it could give one competitor a huge advantage over others.

For 25 years, LC Staffing has enjoyed a close and respectful relationship with the Job Service in each of the four statewide communities we serve. Job Service is a tremendous resource for us, as we post our job openings with them on a real time basis. We also report any referrals who have been hired by LC and in this way, we are a resource to Job Service. We refer employers who need help drafting handbooks and other policies or resources to the Job Service, and it's nice for employers to work with a public entity who is not charging for these services.

Job Service hosts regular employer education sessions, free of charge. They are developing employers (many of them small businesses) into informed leaders who understand how important good human resources are in the work place. This increases employee retention and reduces work environment risks.

If you have further inquiries, please contact me at your convenience.

Best regards,



Great People. Perfect Fit.

Kristen Heck

President

T 406.752.0191

F 406.752.4708

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kristen@lcstaffing.com

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A decorative banner with a ribbon-like border, containing the text "Celebrating 25 Years of Service" in a serif font.

Celebrating 25 Years of Service